

## PHILOSOPHY OF CISVA PROFESSIONAL DEVELOPMENT

Church literature on education advises Catholic educators to remain up to date in psychology, pedagogy and the intellectual sciences. They should foster “a constant readiness to accept new ideas and to adapt the old” (Second Vatican Council, 1965/1988, #5), have a passion to excel in pedagogy and be open to the contemporary world. The Catholic educator is depicted as an innovator and collaborator with the secular educational community and a professional who understands that “constant and accelerated change characterizes our age and affects every aspect of life”. (*A Call to Reflection: A Teacher’s Guide to Catholic Identity for the 21<sup>st</sup> Century*, Gini Shimabukuro). The Catholic Independent Schools of the Vancouver Archdiocese is intellectually and financially committed to offering professional development to everyone who affects student learning i.e. superintendents, principals, teachers, and paraeducators.

Staff development lies at the heart of school improvement and should be supported by sufficient time to facilitate participation. School Growth Planning is an ongoing process whereby a school community commits to enhancing student learning and development through focused and sustained action directed at agreed upon goals. School Growth Plans should provide clear, coherent, strategic direction for the school’s professional development needs; all those who affect student learning collaborate to meet a set of outcomes that are embraced throughout the school. This helps to create a professional learning community based on this shared vision and purpose. Ideally, there is alignment between individual educator, school and system professional development.

It is recognized that professional development can occur in many external as well as job-embedded forms addressing various learning styles and based on knowledge of adult learning and development. The Superintendents’ Office can provide professional development support in the following areas:

1. Growth Planning:
  - School Growth Plans
  - Teacher & Principal Professional Growth Plans
2. Faith Development:
  - Foundations of the Catholic Faith
  - Retreats & Presentations
  - Faith Development Days
  - Networks
  - Resources
  - Classroom Support
3. Curriculum and Instruction:
  - A Toolbox for Teachers: Implementing Curriculum
  - Religious Education Curriculum/ Framework
  - BAA Course Development
  - Resources
4. Special Education:
  - Individual Educational Planning
  - Assessments and Evaluation
  - Documentation & Record Keeping
  - Presentations, Workshops & Training
  - Paraeducator Support
  - Special Education Resources
  - Access to External Support
5. System-wide Initiatives:
  - Teacher & Administrative Mentorship
  - Networks & Resources
  - Professional Development for School Administration
  - Catholic Schools’ Week
  - I’m a Gift from God